

**WISCONSIN
ADMINISTRATIVE CODE**

**Ch. HFS 54
CHILD-PLACING AGENCIES
Annotated**

January, 2005

**Bureau of Regulation and Licensing
Division of Children and Family Services
Department of Health and Family Services**

PREFACE

CHAPTER HFS 54

CHILD-PLACING AGENCIES

ANNOTATED

01/2005

Chapter HFS 54 is the rule governing Child Placing Agencies, which are child welfare agencies licensed to place children in licensed family foster homes and licensed group homes. Child welfare agency means any person required to be licensed under s. 48.60, Stats.

Chapter HFS 54 Child-Placing Agencies Annotated has been prepared by staff of the Division of Children and Family Services, Bureau of Regulation and Licensing. Its purpose is to assist users of HFS 54 in understanding the intent and application of the rule.

The rule portion of this manual was prepared using the Wisconsin Administrative Register, No. 522, dated June, 1999. Rules are numbered and in standard print. The portion in *italicized print* is commentary, not administrative rule.

TABLE OF CONTENTS

HFS 54.01 INTRODUCTION	1
(1) Purpose	1
(2) Applicability	1
(3) Exceptions to Rules	1
(4) Definitions	1
HFS 54.02 ORGANIZATION AND ADMINISTRATION	2
(1) Incorporation	2
(2) Board of Directors	2
(3) Application	3
(4) Financing	5
HFS 54.03 PERSONNEL ADMINISTRATION	6
(1) Personnel Policies	6
(2) Personnel	7
(3) Staff Development and In-Service Training	9
HFS 54.04 SOCIAL SERVICES	10
(1) General Requirements	10
(2) Program of Child Care	14
HFS 54.05 INDIAN CHILDREN	16
(1) Determination that a Child is or May be an Indian Child	16
(2) Compliance with Indian Child Welfare Act	16
(3) Services for Indian Child and Family	16
(4) Termination of Parental Rights	17
(5) Placement of an Indian Child	17
(6) Sanctions for Not Complying with the Indian Child Welfare Act	19
HFS 54.06 RECORDS AND REPORTS	20
(1) General Requirements	20
(2) Records	20
(3) Reports	21

HFS 54.01 Introduction. (1) Purpose. The purpose of this chapter is to protect and promote the health, safety and welfare of children in the care of child-placing agencies.

(2) Applicability. This chapter applies to all child-placing agencies.

(3) Exceptions to rules. The department may make exceptions to any of the rules for licensing child-placing agencies when the department is assured that granting such exceptions is not detrimental to the health, safety and welfare of children.

(4) Definitions. (a) “Board of directors” means the policy-making body, which governs a child welfare agency.

(b) “Child” means a person under 18 years of age.

(c) “Child custody proceedings” has the meaning prescribed in the Indian Child Welfare Act, 25 USC 1903 (1), and as provided in that act includes foster care placements, termination of parental right proceedings, pre-adoptive placements and adoptive placements.

(d) “Child-placing agency” means a child welfare agency licensed to place children in licensed family foster homes and licensed group homes.

(e) “Child welfare agency” means any person required to be licensed under s. 48.60, Stats.

(f) “Department” means the Department of Health and family services.

(g) “Division” means the department’s division of children and family services.

(h) “Guardian” means the person or agency appointed by a court to make major decisions affecting a child which may include consent to marriage, to enlistment in the armed forces, to major surgery and to adoption, or to manage the estate of a minor.

(i) “Indian child” has the meaning prescribed in 25 USC 1903 (4), namely, any unmarried person who is under age 18 and is either a member of an Indian tribe or eligible for membership in an Indian tribe and is the biological child of a member of an Indian tribe.

(j) “Indian tribe” means any Indian tribe, band, nation, or other organized group or community of Indians recognized as eligible for the services provided to Indians by the U.S. secretary of the interior because of their status as Indians.

54.01(4)(k)

(k) “Legal custodian” means the person or agency to whom a court has transferred a child’s legal custody, and who thereby has the right and duty to protect, train and discipline the child and to provide for the child’s care needs. “Legal custody” has the meaning prescribed in s. 48.02 (12), Stats.

HFS 54.02 Organization and administration.

(1) Incorporation. Every child welfare agency shall be incorporated. Any agency incorporated outside of Wisconsin shall secure authorization from the secretary of state to do business in Wisconsin.

An LLC does not meet this requirement.

(2) Board of directors. (a) Every agency shall be governed by a board of directors which is responsible for the operation of the agency according to its defined purposes.

Every CPA must have a Board of Directors, even if it is only for an advisory purpose.

(b) If the agency is incorporated in another state, the board of directors shall:

1. Meet in Wisconsin at least once during the period for which the license is issued, or

2. Have a subcommittee of at least 3 Wisconsin residents one of whom shall be a member of the board. This subcommittee shall be responsible to the board of directors to see that board policies are carried out and that there is adherence to licensing rules.

(c) When requested, the board, or its subcommittee if it is in the category covered by par. (b) 2., shall meet with its licensing representative.

(d) The board shall:

1. Define its responsibilities. These responsibilities shall include:

a. The establishment of policies to be followed by the agency and regular planned review of policies and purposes of the agency to determine that the interests of children are being served.

b. Surveillance that the agency does not discriminate in its personnel practices, intake and services on the basis of race, color and national origin.

c. The exercise of trusteeship for property, investment and protection from liability.

d. Approval of the budget and responsibility for obtaining and disbursing of funds.

e. Employment of a qualified executive and delegation to that executive the responsibility for the administration of the agency and the employment of other staff members.

2. Meet at least semiannually and keep minutes of each meeting which shall be made a part of the permanent records of the agency.

3. Keep informed to ensure that the agency fulfills its functions.

4. Consult with the department prior to the establishment of a new agency or the changing of a basic program of care of an existing agency or the extension of service into additional program or geographic areas.

5. Notify the department when there is a change in the executive of the agency and/or the chief officer of the board.

6. Notify the department of any major changes pending or occurring in the corporate structure, organization or administration of the agency.

If an agency voluntarily closes, the CPA shall submit written notice to the Department specifying: the last day of operation; the names of all children in foster/pre-adoptive homes; the names and addresses of all foster homes licensed by the CPA; and a written plan that ensures adequate and appropriate care is arranged for all children in care.

The CPA shall also provide written notice of the intent to close to all agencies/parents having children in placement.

CPA-Adoption agencies shall arrange for pending adoptive applicants or those requiring post-placement services to be transferred to another licensed CPA authorized to do adoptions; and, for children under the CPA's guardianship, shall arrange for the transfer of guardianship to another licensed CPA authorized to accept guardianship.

All closed adoption records shall be forwarded to the DCFS Adoption Search Program.

(3) Application. (a) The board shall submit to the department an application to operate an agency in a form prescribed by the department for a license. The application shall be signed by the chief officer of the board and the agency executive. It shall not operate the agency until it receives such a license.

(b) If the board is applying for a license for the first time the application shall be submitted at least 60 days prior to the date on which it proposes to begin operation.

(c) The following material shall accompany the first application for a license:

1. A copy of the articles of incorporation and if existent, a copy of the constitution and by-laws.

54.02(3)(c)2.

2. Evidence of the availability of funds to carry the agency through the first year of operation.

The agency should have at least \$25,000 available for operating expenses for the first year of operation. This \$25,000 may be a line of credit, cash, or a loan.

3. A statement of purpose which includes a description of the geographic area to be served, the types of children to be accepted for care, the services to be provided and the program objectives.

The geographic area to be served is limited to an area within a 200 mile radius from the CPA main office or branch office unless the agency can provide an acceptable written plan for being available to families and children for placement/post placement services and in case of emergencies.

4. A general description of each type of position proposed for the agency.

5. A proposed organization chart insuring that there will be staff in number and qualifications for the scope of the agency services.

6. A list of board members including the addresses of the officers of the board.

(d) Subsequent applications shall be submitted to the department:

1. At least 3 weeks prior to the expiration of the current licensing.

2. When an additional office is to be opened.

3. When a new program subject to licensing is to be initiated.

4. When the geographic area served is to be extended.

5. When the address of the agency is to be changed.

6. When the name of the agency is to be changed.

(e) Subsequent applications shall be sent with the following materials:

1. Copies of the annual reports published since the last license was issued.

2. The budget for the current fiscal year and the most recent financial audit.

3. A list of the current members of the board of directors and its committees.

4. The number, names, qualifications and classifications of current staff.

5. A copy of the current staff organization chart.

6. A description of any program review and evaluation and changes in program content and purpose which have occurred since the last license was issued.

7. If the expiring license is provisional, a statement showing whether the requirements on which a provisional license was based have been met, or if not, plans for meeting them.

8. A copy of any revisions of personnel practices that have been made since the last license was issued.

9. Upon the request of the department, a copy of the current staff development and in-service training plan.

(em) Within 60 days after receiving a complete application for a child-placing agency license, the department shall either approve the application and issue a license or deny the application. If the application for a license is denied, the department shall give the applicant reasons, in writing, for the denial.

(f) A written amendment to the license shall be secured from the department by the board of directors prior to any changes in the conditions of the current license.

(g) When a license is granted, the board shall display the certificate of license in a prominent place in the agency.

(4) Financing. (a) The board, with the executive, shall be responsible for the safety and judicious use of the funds of the agency. Policies and practices shall be in accord with sound budgeting, disbursement and audit control procedures.

(b) Each agency shall:

1. Have sufficient funds assured to carry a new agency through its first year of operation and be able to furnish evidence to that effect.

The agency should have at least \$25,000 available for operating expenses for the first year of operation. This \$25,000 may be a line of credit, cash, or a loan.

2. Have a sound plan of financing to assure sufficient funds to enable it to carry out its defined purposes and to provide proper care for children, as required by the administrative rules relating to licensing child-placing agencies.

3. Provide for annual audit of all accounts by a certified public accountant who is not in the employ of the agency nor a member of the board.

The agency must provide the Department annually an audit prepared by a certified public accountant in accordance with accepted audit standards. The audit is to be sent to the licensing specialist or be available for review by the licensing specialist on site.

54.02(4)(b)4.

4. On request, provide the department with financial records or financial statements.

(c) The financial operation of the agency shall be on the basis of an annual budget approved by the board. This budget shall reflect anticipated expenditures and sources of income.

HFS 54.03 Personnel administration. (1)

Personnel policies. Each agency shall have a written statement of personnel practices adopted by the board. The board shall review personnel practices at least every 2 years.

(a) The following items shall be included in personnel practices and shall be submitted to the department for approval with the original application:

1. Job specifications for all positions of 6 months or longer duration in the agency.

2. 'Staff pattern'. There shall be a staff sufficient in number and qualifications for the scope of the agency's services.

Staffing patterns must take into consideration the geographical area served by the staff person and should address travel time, proximity of cases, etc.

(b) There shall be written policy statements available to all employees and made known to each employee at the time of employment including:

1. The method of wage adjustments.

2. Retirement program.

3. Health and other insurance programs.

4. Vacation, sick leave, holidays and leaves of absence.

5. Probationary status.

6. Termination procedures.

7. Agency chain of command.

8. Grievance procedures.

9. Employment outside the agency.

10. For the specific job classification for which application is being made:

a. Compensation.

b. Hours of work.

c. Job specifications.

d. Performance evaluations.

(1m) Personnel record. A personnel record shall be maintained for each staff member and be available to authorized licensing staff. The record shall include:

(a) Employment application showing qualifications and experience.

(b) Statements from previous employers or personal references.

This information may be received in writing or by telephone. If received by telephone, the name of the person making the contact, the person contacted, the date, and comments must be documented in writing.

(c) Dates of employment.

(d) Reports of job performance, if any.

(e) Medical reports, if pertinent.

(f) When the employee terminates employment, the dates and the reasons for separation.

(2) Personnel. (a) General qualifications. 1. All employees shall have the ability and emotional stability to carry out their assigned duties.

a. Character references from at least 2 people and references from previous employers within the last 5 years must be obtained for prospective employees.

b. References may be documented either by letter or verifications in the record of verbal contact giving dates, person making the contact and persons contacted and the contact content.

c. The agency shall review and investigate application information carefully to determine whether employment of the individual is in the best interests of children under its care.

(b) Administrative staff. 1. An executive or administrator shall be employed who shall:

a. Possess knowledge of child welfare services and a demonstrated actual or potential administrative skill and leadership.

b. Be a graduate of a college or university with a minimum of 15 graduate credits in the social sciences.

An exception to the requirement of 15 graduate credits in the social sciences may be granted by the department if the person has a four-year degree and at least 2 years of supervised experience in the areas of adoption, foster care, or child protective services. This experience is in addition to the requirement of 2 years supervisory or administrative experience.

c. Have at least 2 years experience in an administrative or supervisory capacity.

54.03(2)(b)2.

2. The executive's duties in administering the agency shall include:

a. Responsibility to the board for satisfactory management.

b. Keeping the board informed of the program of the agency.

c. Interpreting and implementing recognized standards of child welfare.

d. Preparing and presenting the annual budget for discussion and approval.

e. Responsibility for the operation of the program of child welfare in employment, supervision and discharge of staff.

3. If the executive also functions as casework supervisor he shall meet the additional requirements for that classification.

4. There shall be a qualified staff person to whom authority is delegated in the absence of the executive.

(c) Social service staff. 1. If a director of social services is employed, he shall have a master's degree from an accredited school of social work and a minimum of 2 years of post master's degree social work experience in a supervisory capacity supplemented by or including experience in family or child welfare.

2. A casework supervisor shall have a master's degree in social work, or its equivalent and have a minimum of 2 years of supervised experience in family or child welfare.

3. An advanced social worker shall meet one of the following:

a. A master's degree in social work, or

b. One year of graduate work in an accredited graduate school of social work or its equivalent and at least 2 years supervised experience in family or child welfare, or

c. College graduation and at least 3 years of supervised experience in family and child welfare with 12 graduate credits in social work plus approved in-service training.

NOTE: An agency is not required to employ a person in the capacity of a director of social services. If the agency elects to employ a director of social services, s/he must meet the qualification in the rule.

The casework supervisor may have a master's degree in a field other than social work such as marriage and family therapy, clinical psychology, professional counseling, or guidance and counseling, with an emphasis on family and child issues. Other master's degrees may be considered if approved by the department.

Also see casework supervisor requirements related to foster care and adoption experience outlined in 54.04(1)(f)1 and 54.04(1)(g)2.

54.03(2)(c)3m.

3m. At least 50% of the social worker staff shall be in the advanced social work category.

The following will be considered as meeting the requirements of the "advanced social work" category (an exception must be submitted to the Regional Licensing Office):

- *Licensure or certification as a social worker under Ch. 457 and at least 2 years of supervised experience in family or child welfare or*
- *A 4-year college degree in a social/behavioral science**, at least 5 years supervised experience in family or child welfare and an approved in-service training plan*

***A social/behavioral science includes: social work, social welfare, sociology, psychology, criminology, social psychology or communications. Other majors may be considered if approved by the department.*

4. College graduates may be employed who do not have the foregoing training and experience. They shall have a minimum of 15 hours in the social sciences and within 2 years of employment have completed an approved in-service training program.

5. Persons who do not have qualifications for social worker but who have an interest in working with people may assist the social services staff. Employees in this classification shall have professional social worker supervision. They shall not assume the full responsibilities and duties normally assigned to a social worker.

(d) Consultant services. The agency shall provide consultant services as required to meet the needs of the children. Consultants shall meet the standards of their professional groups.

(e) Volunteers. If volunteers are used, the agency shall assign an appropriate staff member to evaluate and supervise them and to develop a plan for their orientation, training and use.

(3) Staff development and in-service training.

(a) The agency shall have within one year of original licensure, written material concerning the process and content of orientation, staff development and in-service training programs for agency s.

(b) These programs shall include provision for the development of a working knowledge of these rules as they pertain to individual responsibilities of each.

54.04(1)

HFS 54.04 Social services. (1) General requirements. (a) The agency shall provide services to children who need and seek its care without discrimination on the basis of race, color, or national origin.

(b) Each agency shall:

1. Develop and follow written intake policies that include asking the referring person or agency to indicate if the child or at least one of the child's biological parents is of American Indian descent.

2. Secure and record information which substantiates the planning for the child.

3. Accept a child for placement only when legally authorized to do so.

4. Obtain from the parent or guardian of every child accepted for care a written authorization for emergency surgical care, for necessary vaccinations and immunizations, for routine medical examinations and treatment.

(c) The agency shall substantiate that continuing social services to the child, to his parents and to the foster parents on a planned basis are provided while the child is in placement.

(d) Adopt written policies for placement and discharge from service.

(e) When the agency is terminating its responsibility to the child release the child only to a person or agency authorized to accept the child.

(f) Requirements to be met by licensee in order to place children in boarding care. A child welfare agency with authority to place children in licensed foster homes and to license foster homes (s. 48.61 (3) and (7), Stats.) shall:

1. Have a social service supervisory staff of one or more persons who meet the requirements of s. HFS 54.03 (2) (c) 2. and have at least one year's experience in the study of foster homes, licensing, placement and supervision of foster care.

"Boarding care" means foster care.

The requirement that the social service supervisor must have at least one year of experience in the study of foster homes, licensing, placement and supervision of foster care, may be met by exception through the following provisions.

- The CPA may meet the rule by contracting with a qualified person, who meets the requirements in HFS 54.04(1)(f)1. to consult with the social service supervisor who lacks the required experience.*

54.04(4)(1)(f)1.

- *The licensee must submit a written plan to the department documenting the consultant's qualifications and how the supervision will be accomplished.*

- *The contracted qualified person must provide direct assistance to the supervisor in the areas of foster home studies, foster home licensing, foster home placement, case staffing, and foster home licensing reviews, monthly, for a period of 1 year before allowing the social service supervisor to work independently.*

The employee must also complete Foster Family Assessment Training or comparable training (such as provided by the Training Partnerships) within 1 year of his/her hire date.

2. License only homes which meet the foster home rules.

A licensee may not have a foster home license and a treatment foster home license at the same time. Other combinations of licensure may be acceptable with prior approval from the department such as HFS 56 foster care and family child care licenses.

The combination of HFS 38 treatment foster care and family child care will not be approved.

Foster homes and treatment foster homes may be licensed for up to 4 children. An HFS 56 foster home may be licensed for up to 6 children only to accommodate a sibling group. (This exception is not permissible in HFS 38 licensed treatment foster homes).

CPAs may grant exceptions to certain rules as specified in HFS 56 and HFS 38. The CPA must show that the rule intent will still be met and ensure that the health, safety, and welfare of children in care will not be compromised by granting the exception.

Exceptions to certain other rules designated in HFS 38 and HFS 56 may only be granted via application (utilizing Form #CFS-847) and approval of the Department exceptions panel.

A foster home licensed by a CPA may appeal decisions made by the CPA regarding the foster home. This appeal process is described in s. 48.64(4). Appeals should be sent to: Division of Hearings and Appeals, P.O. Box 7875, Madison, WI 53707.

3. Place children only in homes which meet the foster home rules.

4. Place and/or supervise a minimum of 5 children a year in foster care, exclusive of adoptive placement.

5. Assign the responsibility for supervision to one staff person when there are fewer than 20 children in foster care.

54.04(4)(1)(f)6.

6. Place no child under the care of the agency in the home of a staff person employed by the agency or a member of the board of directors. This does not pertain to persons whose only employment by the agency is in the foster parent role.

7. Maintain individual foster home records for each home used by the agency which includes signed applications and agreements.

8. Establish an administrative plan for periodic review of children in boarding home placement.

(g) Requirements to be met by licensee in order to accept guardianship. A child welfare agency with authority to accept guardianship and place children for adoption under ss. 48.43 (1), 48.61 (5) and 48.70 (4), Stats., shall:

1. Furnish evidence of providing a service to cover a geographic area with no less than a 50 mile radius or 200,000 population base.

2. Have a social service supervisory staff of one or more persons available, who, in addition to meeting the requirements of s. HFS 54.03 (2) (c) 2., have one year's experience in the study, placement, and postplacement services in an agency authorized to place children for adoption.

The agency must comply with the requirements under s. 48.38 which requires the agency to prepare a written permanency plan for every child in guardianship of the agency and the plan must be reviewed as required under s. 48.38(5) every 6 months. A judicial review of the plan must occur after 12 months as required by s. 48.38(5m).

An exception to the requirement of one year of experience in the study, placement, and post-placement service in an agency authorized to place children for adoption may be granted under the following provisions.

- *The CPA may meet the rule by contracting with a qualified person, who meets the requirements in HFS 54.04(1)(g)2. to consult with the social service supervisor who lacks required experience.*

- *The licensee must submit a written plan to the department documenting the consultant's qualifications and how the supervision will be accomplished.*

- *The contracted qualified person must provide direct assistance to the social service supervisor in the areas of adoption studies, adoptive placement, and post-placement services to families and children, monthly, for a period of 1 year before the social service supervisor can work independently.*

- *The supervisor must also complete the Adoptive Family Assessment Training or comparable training (such as provided by the Training Partnerships) within 1 year of his/her hire date.*

54.04(4)(1)(g)3.

3. Place at least 15 children in adoption a year.

An agency complying with the following steps will be considered to meet the requirements in the rule:

- *Place at least 15 children for adoption in a year and assign to one worker no less than 5 placements a year; or*

- *Place at least 5 children for any of the following kinds of adoption in a year and comply with the following requirements for adoption services:*

- a. *For international adoptions under ss.48.839, 48.833, stats., meeting sections (1) and (3) through (6) of the Adoption Agency Standards and Requirements or under s. 48.97, Sections (1) (3) (5) and (6) of the Adoption Agency Standards and Requirements.*

- b. *For relative adoptions under s. 48.835(2), stats., meeting sections (1) through (6) of the Adoption Agency Standards and Requirements.*

- c. *For non-relative or as otherwise called "independent" adoptions under ss.48.837, stats., or s. 48.833, stats., meeting sections (1) through (6) of the Adoption Agency Standards and Requirements.*

NOTE: Stepparent adoptions under s. 48.835(3)(b) do not count in the requirements for 5/15 placements a year.

4. If fewer than 20 children are under supervision or placed within one year, assign this responsibility to one staff person.

5. Assign to one worker no less than 5 placements a year.

6. Accept applicants only from the geographical area covered by the license.

7. Develop and follow written intake policies for the acceptance of children and prospective adoptive families. Intake policies shall include asking the referring person or agency to indicate if the child or at least one of the child's biological parents is of American Indian descent.

8. Establish an administrative plan for a periodic review of children in the agency's guardianship.

The agency must comply with the requirements under s. 48.38 that require the agency to prepare a written permanency plan for every child in guardianship of the agency. The plan must be reviewed as required under s. 48.38(5). A judicial review of the plan must occur after 12 months as required by s. 48.38(5m).

9. When a child is determined ready for placement the child shall be placed within 3 months by the guardianship agency or referred to another agency or resource for placement.

54.04(4)(1)(g)10.

10. Provide postplacement services to the adoptive family for the purpose of effecting a successful integration of the child into the family.

Post-placement services should be described in written policies. Visits should occur at least 3 times during a 6 month pre-adoptive period and should include a combination of in-home and office contacts. In the case of international and ICPC cases, visits shall be conducted in accordance with the requirements of the sending country or sending state.

11. Maintain a record of the study of the adoptive home and of the placement and postplacement services.

12. Require workers to inform prospective adoptive parents interested in adopting a special needs child about the subsidized adoption program and that they may submit an application for an adoption subsidy.

Generally, a child brought to Wisconsin for adoption from another country or from another state under the Interstate Compact on the Placement of Children may not be provided adoption assistance from the State of Wisconsin.

13. Comply with ch. HFS 53 regarding adoption information search and disclosure to adoptees and disclosure of medical, genetic and non-identifying social history information to the courts, adoptees, adoptive parents or birth parents.

(2) Program of child care. (a) Education. The agency shall be responsible for providing opportunities for academic and vocational training.

(b) Health care. The agency shall:

1. See that each child has a thorough health appraisal and a rehabilitative health program as indicated.

2. Have on file the written authorization from parent or guardian as required in sub. (1) (b) 4.

3. Provide for consultation to staff in the areas of medical, dental, psychological and psychiatric need.

4. Obtain, when needed, psychiatric and psychological services including tests and examinations.

(c) Admission examination—health qualifications. Each child shall have a physical examination from a qualified physician within 90 days prior to the initial acceptance for placement. If the foregoing has not occurred, the examination shall be given within 48 hours after acceptance.

A physical examination completed within 30 days after a child is placed in a foster home will be accepted. This meets the requirement of HFS 56, Foster Home Care for Children.

1. Prior to placement the child shall have been observed by a person competent to recognize common signs of communicable diseases.

2. It shall be determined that each child is adequately immunized against the following diseases:

- a. Diphtheria
- b. Polio
- c. Tetanus
- d. Whooping cough (if under 5 years)
- e. Measles (rubeola)
- f. German measles (rubella)
- g. Mumps

3. Each child shall have been given a tuberculin test, and chest X-ray if indicated, within 6 months prior to acceptance.

A tuberculin test completed within 30 days after placement will also be accepted.

4. All medical reports, i.e., physical examinations, tests and recommendations shall be in writing and filed with the agency.

(d) Medical examinations. Each agency shall provide for each child annually a health examination covering the areas included on a department prescribed form.

(e) Medical care. 1. Each agency shall have a plan and make provisions for prompt treatment in illnesses and for carrying out corrective measures and treatment of remedial defects or deformities.

2. Procedures for hospitalization shall be established.

(f) Dental care. 1. Each agency shall provide for regular dental examinations and treatment including necessary prophylaxis, repairs and extractions.

2. Each child over 3 shall have a thorough dental examination as soon as practical after acceptance for care and at intervals thereafter not exceeding 6 months after the last examination or completion of treatment.

(g) Eye care. Children who are in need of glasses shall have refractions at a minimum of once every 2 years and shall be supplied with glasses as required.

(h) Special care. Foster parents shall be informed of the expected precautions to be taken in the care of sick children and in the handling of medicines and prescriptions.

(i) Medical records. A health record shall be maintained for each child covering the following health history:

54.04(2)(i)1.

1. Pre-natal and birth history.
2. Developmental history.
3. Previous illness, injuries and surgery.
4. Immunizations and tests.
5. Social, emotional and environmental history of the child.
6. Height and weight record.
7. Health history of the child's family including mental, or emotional problems.

(j) Clothing. The agency shall furnish each child with clothing which is individually selected and fitted, appropriate to the season and comparable to that of other children in the community.

HFS 54.05 Indian children. (1)

Determination that a child is or may be an Indian child. If an agency has obtained information at intake or through other means that the child or at least one of the child's biological parents is or may be of American Indian descent, the child's case manager shall:

(a) Carry out and document in the child's case record diligent efforts, including but not limited to contacting the potential tribe or tribes' membership or enrollment offices and child welfare offices, and the U.S. department of interior's bureau of Indian affairs where contacts with individual tribes do not document the child's Indian descent, to verify that the child is an Indian child and to identify the child's Indian tribe;

(b) Inform the court of a determination that the child is an Indian child and of the factual basis for that determination and document and date in the child's case record that determination; and

(c) Comply with 25 USC 1912 (a).

(2) Compliance with Indian child welfare act. If the agency determines under sub. (1) that a child is an Indian child, the agency shall comply with all provisions of the Indian Child Welfare Act, 25 USC 1901 to 1963, and s. 48.028, Stats.

(3) Services for Indian child and family. (a) Before providing services to an Indian child and the Indian child's family, the agency shall inform the child's tribe, if known, and ask for the tribe's participation in efforts to provide services to the Indian child and the Indian child's family. The child's case manager shall document and date in the child's case record agency efforts to inform the tribe and seek its participation.

The tribe(s) must be notified immediately upon the CPA learning of a child's possible Indian heritage. The tribe(s) can then help to determine whether the child is subject to the Indian Child Welfare Act. Early involvement with the tribe(s) will facilitate planning for the child's placement and help to avoid custody issues later.

(b) The Indian child's case manager shall undertake active efforts to prevent breakup of the child's family by providing remedial services and rehabilitative programs to the Indian child and the child's family in accordance with 25 USC 1912 (d). The child's case manager shall document and date those efforts in the child's case record.

(4) Termination of parental rights. An agency seeking the termination of parental rights to an Indian child shall notify the parents and tribe in accordance with 25 USC 1912 (a) of their rights of intervention and shall provide the court of jurisdiction with information on agency efforts described under sub. (3). The information shall include the reasons why those efforts proved unsuccessful. The agency shall record in the Indian child's case record the date the information was given to the court.

(5) Placement of an Indian child. (a) Adoptive placement.

1. For the adoptive placement of an Indian child, 25 USC 1915 (a) requires that preference be given, in the absence of good cause to the contrary, to placement with, in order of priority, a member of the Indian child's extended family, another member of the Indian child's tribe or another Indian family. The Indian child's case manager shall investigate the availability of a placement in the order of priority indicated.

2. After completing the adoption of the Indian child, the child's case manager shall request in writing that the court that ordered the adoption notify the secretary of the U.S. department of the interior of the following enrollment information:

- a. The name and tribal affiliation of the Indian child;
- b. The name and address of the adoptive parents;
- and
- c. The name and address of any agency having files or information on the child's adoptive placement.

3. The Indian Child's case manager shall file a copy of the written request under subd.2. in the child's case record.

(b) Foster care or preadoptive placement. 1. For foster care or preadoptive placement of an Indian child, 25 USC 1915 (b) requires that the child be placed in the least restrictive setting which most approximates a family and in which any special needs of the child may be met, within reasonable proximity to the child's home. Preference is to be given, in the absence of good cause to the contrary, to placement, in order of priority:

54.05(5)(b)1.a.

a. With a member of the Indian child's extended family;

b. In a foster home licensed, approved or specified by the Indian child's tribe;

c. In an Indian foster home licensed by the department, a county social services or human services department or a child-placing agency; or

d. In an institution for children approved by an Indian tribe or operated by an Indian organization which has a program suitable to meet the Indian child's needs.

2. For foster care or preadoptive placement of an Indian child, except for an emergency placement under 25 USC 1922, the child's case manager shall investigate to determine the availability of a placement under subd. 1. in the order of priority indicated. The Indian child's case manager shall document in the child's case record the investigative efforts and results, as well as any emergency placement and the reason for it.

3. An agency seeking to place an Indian child in foster care shall notify the parents and tribe in accordance with 25 USC 1912 (a) of their right of intervention and shall provide the court of jurisdiction with information on agency efforts described under sub. (3). The information shall include the reasons why those efforts proved unsuccessful. The agency shall record in the Indian child's case record the date the information was given to the court.

(c) Preference of tribe, child or parent. In the case of a placement under par. (a) or (b), if the Indian child's tribe establishes a different order of preference by resolution, the agency shall follow that order so long as the placement is the least restrictive setting appropriate to the particular needs of the child as provided in par. (b). Where appropriate, the preference of the Indian child or the child's parent shall be considered provided that where a consenting parent evidences a desire for anonymity, the agency shall give weight to that desire in applying the preference.

(d) Informing the court. Prior to the court ordering termination of parental rights, foster care placement, adoptive placement or adoption of an Indian child, the agency shall inform the court in writing of agency investigative efforts and results to determine the availability of a placement in order of priority under par. (a) or (b) including when there is an emergency placement or when a different order of preference is expressed under par. (c).

54.05(5)(e)

(e) Record of placement. When an agency places an Indian child under par. (a) or (b), the agency shall forward a record of the placement to the department. The record shall provide evidence of efforts to comply with the order of preference under par. (a) 1. or (b) 1., as appropriate. The department, pursuant to 25 USC 1915 (e), shall maintain the record and shall make it available at any time upon request of the secretary of the U.S. department of the interior or of the Indian child's tribe.

At this time, agencies are not required to forward a copy of the record of an Indian child's placement to the department.

Note: Send records of placement to the Bureau of Programs and Policies, Division of Children and Family Services, P.O. Box 7851, Madison, WI 53707.

(6) Sanctions for not complying with the Indian child welfare act. A child-placing agency which fails to follow the provisions of the Indian Child Welfare Act (ICWA), 25 USC 1901 to 1963, concerning child custody proceedings involving an Indian child shall be subject to the following department sanctions:

(a) If the child-placing agency knowingly and intentionally disregards a requirement of the ICWA, the department shall by letter of notification order the child-placing agency to stop accepting for service all Indian children referred for service to the agency. The agency shall ensure that no child accepted for service is an Indian child;

(b) If the child-placing agency knowingly and intentionally disregards the department's letter of notification under par. (a), the department shall revoke or not renew, as appropriate, the child-placing agency's license;

(c) If the child-placing agency is informed or discovers that it has unknowingly or negligently violated a requirement of the ICWA, the child-placing agency shall do the following:

1. Notify the court and the department upon being informed of or discovery of the violation of the ICWA;

2. Notify the parent Indian custodian, tribe and child upon being informed of or discovery of the violation of the ICWA; and

3. Cooperate with all parties in promptly correcting any inappropriate placements; and

(d) If the child-placing agency under par. (c) does not comply with par. (c) 1. to 3., the child-placing agency shall be subject to the sanctions under pars. (a) and (b).

54.05(6)(1)

HFS 54.06 Records and reports. (1) General requirements. Each agency shall maintain records and submit reports prescribed by the department. Authorized representatives of the department shall have access to all records pertinent to licensing and to specific adoption searches and disclosure of the adoption search information.

Agencies must keep hard copies of closed adoption records or the records may be stored on microfiche. The statutes require records to be permanent and microfiche is the only acceptable method other than hard copies. Electronic storage of these records is not acceptable.

Agencies may contract with the state for storage of closed adoption records. These records are sent to the Department of Health and Family Services Adoption Search Program. Arrangements must be made with that agency before sending records.

(2) Records. (a) Each agency shall maintain:

1. A permanent register with identifying information of all children accepted for service or placement.

Records of children who are adopted must be retained permanently. Records of children not adopted must be maintained for at least 7 years or until the child reaches his/her 21st birthday.

2. Individual case records for each child served and his family.

a. These records shall contain vital statistics information for the child, his parents and siblings, source of referral, date of acceptance and terms.

b. The original social study and investigation.

c. Legal documents pertinent to legal custody and guardianship such as birth records and court reports.

d. Written agreements with parents, guardians or legal custodians. (The consent and authorization for necessary medical or surgical care may be kept separate in the health record.)

e. School reports.

f. Recording of progress of casework and/or treatment plan with child and family.

3. Individual foster home records for each foster home used by the agency which include signed applications and agreements.

4. Individual records of studied adoptive applicants.

5. Personnel records.

6. Financial reports and audits.

(b) All records shall be kept in a safe place protected from fire damage, theft and unauthorized scrutiny.

54.06(2)(c)

(c) All adoption records shall be maintained in a separate file and in a manner that ensures confidentiality.

Exceptions to confidentiality requirements are defined in state statutes and relate to the release of an adopted child's medical information to the adoptive parents; release of certain medical and genetic information and social history information to the adoptive parents or the adoptee; using the child's picture in the media for adoptive placement recruitment; and the adoption search program's disclosure of birth family information to adoptees and other related persons under certain circumstances. Adoption information in other situations may only be disclosed by written consent or by court order.

1. The agency shall establish written procedures governing access to the files.

2. The agency shall establish written procedures which ensure that information is released only in accordance with ss. 48.432, 48.433 and 48.93, Stats., and ch. HFS 53.

(3) Reports. (a) Each agency shall submit statistical reports as required by the department under s. 48.66 (3), Stats.

(b) Each agency shall make a report to the department within 48 hours after the occurrence of an unusual incident such as a major fire which is defined as one which requires the services of a fire department, or the death or serious injury of a child, a serious injury being defined as one which requires the hospitalization of the child.